

## Exhibit B

[REDACTED]  
Chief Executive Officer

January 25, 2019

Mr. Rick Lombardo  
Via email

Dear Rick,

We are pleased to offer you the chance to join us at [REDACTED]

[REDACTED] and I have both been impressed with your experience in the economic development sector, and we are confident you will prove to be a valuable member of the [REDACTED] team. We are equally confident you will find your employment at [REDACTED] to be exciting, fun and rewarding.

We work within a non-traditional culture providing unusual autonomy, an entirely virtual work environment with no fixed offices, and the chance to stay on the cutting edge of technology. At [REDACTED] you will find a collaborative, open culture with no bureaucracy and a strong focus on growth.

The remainder of this offer letter documents the terms of your employment.

**Title:** Director of Business Development


**Responsibilities:** Originate and close new deals in the economic development market. Work with [REDACTED] to build out a more automated and streamlined sales process. Provide customer and prospect feedback to [REDACTED] and [REDACTED] on technology development.

**Reporting Relationship:** [REDACTED]

**Start Date:** March 1, 2019 or as mutually agreed

**Base Salary:** \$70,000 per year

[REDACTED]



		Year of Contract	
		First Year	Subsequent Years
<b>Date of Contract Signature</b>	Within First 12 Months of Employment	20%	5%
	After First 12 Months of Employment	15%	5%

- These commission percentages apply to [REDACTED] license fees only, and do not apply to one-time implementation/setup fees, nor to fees for property data, business listing data, workforce data, or any other subcontracted data or functionality.
- Commissions will be paid to you quarterly, after receipt of payment from the customer. Commissions will only be paid after payment is received from the customer by [REDACTED]
- Your eligibility for commission payments will end should your employment with [REDACTED] end for any reason. No commissions will be paid after your last date of employment with [REDACTED]

**Benefits:**

The company will provide paid vacation, paid holidays, and a cash payment in lieu of health insurance and retirement benefits:

- You are eligible for 20 paid vacation days per year, which must be used in the year they are earned and may not be rolled over into the following year.
  - The company currently provides the following paid holidays: New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.
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